

Delaware Board of Nursing

D I V I S I O N O F P R O F E S S I O N A L R E G U L A T I O N

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VOLUNTARY TREATMENT PROGRAM (VTO) IS OPEN FOR BUSINESS

The Delaware Board of Nursing is one of the 25 boards within the Division of Professional Regulation that participates in the VTO Program. Eligible licensed nurses with chemical dependency or impairment can participate in this professional assistance program and confidentially access treatment. This provides an alternative, non-disciplinary approach for licensees who have not committed an offense, other than the status of being chemically dependent or impaired, that would constitute grounds for discipline under Section 1922 of the Nurse Practice Act.

A nurse can self-refer or be referred anonymously by a third party. Applications can

be downloaded at the Division's website at www.dpr.delaware.gov and clicking on the Voluntary Treatment Option link.



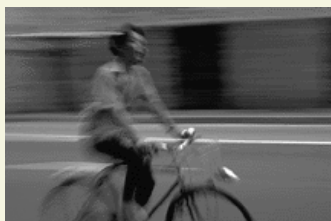
How does the process work?

- Submit the application / referral form.
- Have a substance abuse evaluation within 30 days of notification of eligibility.
- Meet with Division and Board designees.

- Sign contract that outlines treatment plan and practice limitations if required.

Did you know that the number one offense for which RNs have been reported to the Board of Nursing during the past 15 years is substance abuse? If you know or work with a nurse who may have a problem with alcohol or drugs, talk to her or him. It won't be an easy conversation that may be received with discomfort, anger, or resentment. However, your efforts can be immeasurable in prompting the first day of the next chapter and a step closer to the nurse receiving treatment. You are invited to be the nurse who makes a difference for another nurse.

NURSE LICENSURE COMPACT CORNER



Did you know that new Hampshire implemented the Nurse Licensure compact on January 1, 2006, followed by South Carolina on February 1, 2006?

Kentucky's legislation has recently been signed by their

Governor with implementation scheduled for June 1, 2007.

So far twenty states across the nation have enacted the Interstate Compact. For current information regarding the Compact as well as information regarding the background

of how the Compact came to be, rules and regulations and complete state listings and maps to download, please visit www.ncsbn.org and click on the Nurse Licensure Compact link.

THOUGHTS FROM THE BOARD

A LETTER FROM THE PRESIDENT OF THE
DELAWARE BOARD OF NURSING

Colleagues:

In thinking about a topic for this inaugural column in the Delaware Board of Nursing newsletter, I was struck by the incredible accountability and responsibility of being a professional person in today's society, particularly in the area of ethical sensibility and awareness. As professional nurses, we are called upon daily to make ethical decisions that affect our patients' lives and that are a reflection of our personal as well as professional beliefs and values. Professionalism encompasses many aspects of cognition, behavior and attitude. Olesen & Whitaker (1968) define professionalism as the conduct, goals or qualities that characterize or make a professional person. They further espouse that professions develop a code of ethics that describe expected behaviors. Nursing certainly fits this description through established standards of practice formulated by our professional organizations, scope of practice and rules and regulations promulgated by our state boards of nursing, and by the Code of Ethics developed by the American Nurses Association.

Nurses at all levels are held to the practice and ethical standards mentioned above. When nurses appear before the Board of Nursing for infractions against the Delaware Code and Rules and Regulations of practice, very often the disciplinary issue involves ethical behaviors and professional conduct. As nurses, we must maintain our awareness of the importance of professionalism despite the nursing shortage, poor staff/patient ratios, fatigue due to double shifts, or other barriers we perceive that limit our ability to meet standards of care.

A major component of ensuring professionalism is educating ourselves to the expectations of a professional person; being knowledgeable about the accountability and responsibilities of being a nurse based on ethical and legal guidelines defined by the state in which we practice. Critical thinking skills and sound judgment reflected in behaviors that results in quality care are outcomes that all nurses must strive for while caring for clients.

Being a professional does not come automatically with the title of registered nurse or licensed practice nurse or advanced practice nurse. Professionalization is a process that occurs over time as one grows in their role as a nurse. It is cultivated and nurtured to produce a strong, knowledgeable practitioner whose role as a nurse is valued by all.

Ongoing self-assessment is the way to ensure that the process is working; that true identification of one's role as a nurse has been accomplished.

Sincerely,

Lucille C. Gambardella, Ph.D., R.N., C.S., A.P.N.-BC

President, Delaware Board of Nursing



"What the mind can conceive and believe,
the mind will achieve"



A LETTER FROM THE EXECUTIVE DIRECTOR OF THE DELAWARE BOARD OF NURSING

How to Legally Succeed as a Professional

When I speak to groups of nurses and nursing students I hand out Section 10.4.2 of the Board's Rules and Regulations. (please see next page for the complete section.) This section defines no less than twenty-eight examples of unprofessional conduct, offenses for which the Board has authority to sanction licensure. I ask the recipients to use the list as a checklist of what not to do. The list then becomes guidelines for professional conduct, the lemonade rather than lemon, approach. For instance, practicing within one's scope, delegating appropriately to only qualified persons, documenting accurately and completely, treating clients respectfully and honoring the confidentiality of client-specific information all serve as natural parameters of practice. Practicing only when mentally, physically and psychologically fit positions a nurse to adhere to policies that safeguard clients from incompetent, unethical and illegal health care practice. Licensees need to be aware that abuse can be verbal as well as physical and includes behavior with clients as well as co-employees. Assuming only duties and responsibilities within the practice of nursing that one is prepared for and has maintained the required competency translates into safe practice.

Licensure obligates each licensee to be responsible, committed and dedicated to safe client care. Licensure obligates each licensee to adhere to standards of behavior both in and out of the workplace. Success to each licensee in your practice.

Iva J. Boardman, RN, MSN
Executive Director
Delaware Board of Nursing



"Without good and careful nursing many must suffer greatly, and probably perish, that might have been restored to health and comfort, and become useful to themselves, their families, and the public, for many years after."

Benjamin Franklin (1751)

10.4 UNPROFESSIONAL CONDUCT DEFINED

10.4.1 Nurses whose behavior fails to conform to legal standards and accepted standards of the nursing profession and who thus may adversely affect the health and welfare of the public may be found guilty of unprofessional conduct.

10.4.2 Unprofessional conduct shall include but is not limited to the following:

10.4.2.1 Performing acts beyond the authorized scope of the level of nursing practice for which the individual is licensed.

10.4.2.2 Assuming duties and responsibilities within the practice of nursing without adequate preparation, or without maintaining competency.

10.4.2.3 Performing new nursing techniques and/or procedures without education and practice.

10.4.2.4 Inaccurately recording, falsifying or altering a patient or agency record.

10.4.2.5 Committing verbal or physical abuse of patients or co-employees.

10.4.2.6 Assigning unlicensed persons to perform the practice of licensed nurses.

10.4.2.7 Delegating nursing practice or advanced nursing practice to unqualified persons.

10.4.2.8 Failing to supervise persons to whom nursing practice or advanced nursing practice has been delegated.

10.4.2.9 Leaving a patient assignment except in documented emergency situations.

10.4.2.10 Failing to safeguard a patient's dignity and right to privacy in providing services.

10.4.2.11 Violating the confidentiality of information concerning a patient.

10.4.2.12 Failing to take appropriate action to safeguard a patient from incompetent, unethical or illegal health care practice.

10.4.2.13 Practicing nursing when unfit to perform procedures and make decisions in accordance with the license held because of physical, psychological, or mental impairment.

10.4.2.14 Diverting drugs, supplies or property of a patient or agency.

10.4.2.15 Diverting, possessing, obtaining, supplying or administering prescription drugs to any person, including self, except as directed by a person authorized by law to prescribe drugs.

10.4.2.16 Practicing professional or practical nursing when license or temporary permit has expired.

10.4.2.17 Practicing as an Advanced Practice Nurse when designation and/or certification and/or temporary permit has expired.

10.4.2.18 Practicing professional or practical nursing in this state without a current Delaware license or permit.

10.4.2.19 Practicing as an Advanced Practice Nurse in this state without current designation and a registered nurse license and/or temporary permits.

10.4.2.20 Allowing another person to use her/his nursing license, temporary permit, or certification of Advanced Practice Nurse for any purpose.

10.4.2.21 Aiding, abetting and/or assisting an individual to violate or circumvent any law or duly promulgated rule and regulation intended to guide the conduct of a nurse or other health care provider.

10.4.2.22 Resorting to fraud, misrepresentation or deceit in taking NCLEX-RN or PN, or in obtaining a license, temporary permit or advanced practice designation.

10.4.2.23 Disclosing the contents of the licensing examination or soliciting, accepting or compiling information regarding the examination before, during or after its administration.

10.4.2.24 Failing to report unprofessional conduct by another licensee.

10.4.2.25 Practicing or holding oneself out as an Advanced Practice Nurse in any category without holding a Board authorized certificate of state designation in such category.

10.4.2.26 Failing to comply with the requirements for mandatory continuing education.

10.4.2.27 Failing to take appropriate action or to follow policies and procedures in the practice situation designed to safeguard the patient.

10.4.2.28 Failing to comply with the terms and conditions set out in a disciplinary action of the Board.

THE REAL STORY ABOUT CLINICAL NURSE SPECIALISTS



In 1994, the Nurse Practice Act (Title 24, Chapter 1902) was revised to include the authority for Advanced Practice Nurses to prescribe medications. In addition, four groups were identified as being APNs. They include Certified Nurse Midwives, Certified Regis-

tered Nurse Anesthetists, Nurse Practitioners, and Clinical Nurse Specialists. Licensure is required for all nurses practicing in any of these roles. Prior to the legislation, Clinical Nurse Specialists, other than Psych/Mental Health Clinical Nurse Specialists, were not required to be licensed. There were a number who submitted applications and have been li-

censed for ten years. Recently, it has come to the Board's attention that a reminder needed to be posted, since there may be new nurse administrators and new Clinical Nurse Specialists in the state who have moved from states where Clinical Nurse Specialists are not required to be licensed.

ONLINE LPN RENEWAL A SUCCESS!

Seventy percent of the Licensed Practical Nurses who renewed their licenses in February 2006 did so online.

A big thank you to each of you who did, who attempted, who thought about it and who might next time!

LPN's were the first group

of licensees within the Division of Professional Regulation to have the opportunity to use the online service.

You made nursing look good!

Registered Nurses—your turn will be coming in 2007. Please make sure the Board office has your current address information on file so

that the reminder notice to renew online reaches you!



When your renewal period is getting close, visit www.dpr.delaware.gov for the latest information on how to renew!

LEGISLATIVE PROPOSALS

* The Board of Nursing has voted to require criminal background checks for initial licensure. Permits will be issued while the information is being processed. Legislation is needed to implement the requirement.

* The Board of Nursing is finalizing legislative changes regarding Advanced Practice Nurses. The proposals include requirement of graduate education for graduates completing programs after June 2004, requirement of a collaborative agreement

exclusively for APNs with prescriptive authority, and having the Board of Nursing provide final approval to recommendations of the Joint Practice Committee.



THE DELAWARE BOARD OF NURSING

2006



Standing, back row, from left:

Diana Padula, LPN Member, Wanda Cohee, LPN Member, David Mangler, RN Member, Carolyn Hill, RN Member, Dr. James Vanderwall, Public Member, Joyce Edwards, Public Member, Allison Reardon, Deputy Attorney General, Margaret Ingram, LPN Member, Rebecca Walker, RN Member, Irene Washabau, LPN Member, Martha Hopkins, Public Member, Cheryl Richter, RN Member, Robert Draine, Public Member and Robert Lawson, Public Member.

Seated, left to right:

Dr. Pamela Zickafoose, Vice President, Dr. Lucille Gambardella, President, and Iva J. Boardman, Executive Director.

The Mission of The Delaware Board of Nursing

"The mission of the Delaware Board of Nursing is to safeguard the life and health of the citizens of Delaware by the administration and supervision of the education, examination, licensing and regulation of professional and practical nursing."

The Vision of the Division of Professional Regulation

"Delivering innovative and responsive services through individual and team initiative, creativity and leadership."



DISCIPLINARY ACTIONS
FOR DISCIPLINE DETAIL, PLEASE SEE
THE INDIVIDUAL RECORD AT
WWW.DPR.DELAWARE.GOV

LICENSE #	NAME	LICENSE TYPE	ACTION/STATUS
L1-0002645	Palmer, Florence O.	Registered Nurse	Probation
L1-0008872	Braun, Anne E.	Registered Nurse	Probation
L1-0010358	Lowthert, Kathleen L	Registered Nurse	Probation
L1-0012697	White, Jacquelyn Mosley	Registered Nurse	Probation
L1-0013523	Reynolds, Kay E	Registered Nurse	Probation
L1-0013978	Truitt, Barbara F. Janko	Registered Nurse	Probation
L1-0015816	Hurd, Beverly J.	Registered Nurse	Probation
L1-0015859	Donovan, Linda C. Rifenb	Registered Nurse	Probation
L1-0016366	Draper, Cecilia M.	Registered Nurse	Probation
L1-0016429	Grant, Robin M. Loder	Registered Nurse	Probation
L1-0016900	Neary, Lisa Ann Hawkin	Registered Nurse	Probation
L1-0018578	Warren, Caroline	Registered Nurse	Probation
L1-0018796	Huie, Cary Sue	Registered Nurse	Probation
L1-0018821	Smida, Kimberlee Ann	Registered Nurse	Probation
L1-0019028	Blythe, Sandra	Registered Nurse	Probation
L1-0019052	O'Connor, Darlene C. White	Registered Nurse	Probation
L1-0019967	Winter-Peterson, Lisa M.	Registered Nurse	Probation
L1-0020381	Dorsi, Doreen Jeanette	Registered Nurse	Probation
L1-0020993	Fischer, Tamera Kehne	Registered Nurse	Probation
L1-0021509	Roberts, Sonya D. Weller	Registered Nurse	Probation
L1-0021515	Shrom, Karen Teresa	Registered Nurse	Probation
L1-0022221	Ferguson, George Christopher	Registered Nurse	Probation
L1-0022226	Guthrie, Samuel James R., Jr.	Registered Nurse	Probation
L1-0022335	Garibaldi, Melanie Wilson	Registered Nurse	Probation
L1-0022684	Legates, Mary Fetters	Registered Nurse	Probation
L1-0022737	Truszcieski, Deborah A	Registered Nurse	Probation
L1-0023090	Hylar, Joann Emma Egge	Registered Nurse	Probation
L1-0023123	Crowley , Gerda T. Choi	Registered Nurse	Probation
L1-0023197	Davis, Audrie M.	Registered Nurse	Probation
L1-0023277	Boulter, Lori Lynn	Registered Nurse	Probation
L1-0023367	Warfield, Terry L	Registered Nurse	Probation
L1-0024375	Hutchins, Pamela J.	Registered Nurse	Probation
L1-0024939	Mccarthy, Lori A	Registered Nurse	Probation
L1-0025085	Schell, Julia J.	Registered Nurse	Probation
L1-0025557	Davis, Danielle C. Loew	Registered Nurse	Probation
L1-0026986	Swain, Melinda S.	Registered Nurse	Probation
L1-0027357	Rigor, John-Ryan Garabiles	Registered Nurse	Probation
L1-0028173	Gomez, Gumersindo O.	Registered Nurse	Probation
L1-0029493	Eastburn, Gwyndolyn K Beckley	Registered Nurse	Probation
L1-0029508	Ament, Sonya Lynn	Registered Nurse	Probation
L1-0030997	Baillargeon, Alan R.	Registered Nurse	Probation
L1-0031164	Linehan, Laurie A. Parkin	Registered Nurse	Probation
L1-0032697	Knapp, Kathleen Hooven	Registered Nurse	Probation
L1-0032726	Scanlon, William E.	Registered Nurse	Probation
L1-0004999	Wonchoba, Charlotte	Registered Nurse	Revocation

DISCIPLINARY ACTIONS CONTINUED

LICENSE #	NAME	LICENSE TYPE	ACTION/STATUS
L1-0012814	Fitzpatrick, Deidre E.	Registered Nurse	Revocation
L1-0015426	Stevenson, Lawrence D., Jr.	Registered Nurse	Revocation
L1-0020157	Mosley, Catherine Marie	Registered Nurse	Revocation
L1-0021893	Stamm, Linda Tammy Moyer	Registered Nurse	Revocation
L1-0022360	Green, Lynaya L.	Registered Nurse	Revocation
L1-0022556	Barkes, Christopher Joh	Registered Nurse	Revocation
L1-0022777	Ellis, Edward Joseph	Registered Nurse	Revocation
L1-0025257	Rivers, Lauren N.	Registered Nurse	Revocation
L1-0025429	Klat, Susan Viola	Registered Nurse	Revocation
L1-0008707	Albertson, Virginia	Registered Nurse	Suspension
L1-0010176	Lulay, Nancy J.	Registered Nurse	Suspension
L1-0010954	Fogelgren, Katharine	Registered Nurse	Suspension
L1-0012961	Mccarthy, Brian A.	Registered Nurse	Suspension
L1-0015176	Ratushny, Randi	Registered Nurse	Suspension
L1-0016351	Cornett, Nancy	Registered Nurse	Suspension
L1-0017457	Dallas, Altoria	Registered Nurse	Suspension
L1-0019922	Donohue, Alicia Maria David	Registered Nurse	Suspension
L1-0020011	Turner, Joan E.	Registered Nurse	Suspension
L1-0020262	Davis, Jonathan Richard	Registered Nurse	Suspension
L1-0021034	Calloway, Linda Jason	Registered Nurse	Suspension
L1-0021612	Nussrallah, Stephanie Ann	Registered Nurse	Suspension
L1-0021777	Harte, Brian Kevin	Registered Nurse	Suspension
L1-0022187	Much, Wendy Smith	Registered Nurse	Suspension
L1-0023433	Owens, Deborah Ann Nee	Registered Nurse	Suspension
L1-0023899	Kepner, Barbara Ann	Registered Nurse	Suspension
L1-0025081	Eldridge, Matthew V.	Registered Nurse	Suspension
L1-0026239	Spitz, Rebecca E.	Registered Nurse	Suspension
L1-0026734	Greene, Mary Elizabeth Rose	Registered Nurse	Suspension
L1-0027924	Perkins, Pamela J.	Registered Nurse	Suspension
L1-0028326	O'Boyle, William L.	Registered Nurse	Suspension
L1-0029497	Fretz, William L.	Registered Nurse	Suspension
L1-0031897	Sanders, Felecia Y.	Registered Nurse	Suspension

LICENSE #	NAME	LICENSE TYPE	ACTION/STATUS
L2-0000942	Grzybowski, Suzanne M.	Licensed Practical Nurse	Probation
L2-0001320	Gleason, Bonnie M.	Licensed Practical Nurse	Probation
L2-0001480	Hammond, Mae F.	Licensed Practical Nurse	Probation
L2-0001543	Schoenberg, Roberta Lee	Licensed Practical Nurse	Probation
L2-0002503	Comegys, Rose M.	Licensed Practical Nurse	Probation
L2-0003477	Cummings, Nelda	Licensed Practical Nurse	Probation
L2-0003847	Shenton, Sharon Ranck	Licensed Practical Nurse	Probation
L2-0004817	Stark, Kathleen Marian	Licensed Practical Nurse	Probation
L2-0004823	Rogers, David L	Licensed Practical Nurse	Probation
L2-0004949	Maczuga, Cynthia K.	Licensed Practical Nurse	Probation
L2-0004984	Alexander, Anita Roberta	Licensed Practical Nurse	Probation
L2-0005061	Scott, Jodi R. Phillips	Licensed Practical Nurse	Probation
L2-0005165	Hurley, Virginia Thomas	Licensed Practical Nurse	Probation
L2-0005583	Sarpong, Jane N.	Licensed Practical Nurse	Probation

DISCIPLINARY ACTIONS CONTINUED

LICENSE #	NAME	LICENSE TYPE	ACTION/STATUS
L2-0005631	Blackwell, Barbara Reece	Licensed Practical Nurse	Probation
L2-0005789	Brown, Juanita Marie	Licensed Practical Nurse	Probation
L2-0005941	Cooper, L. Diane Hall	Licensed Practical Nurse	Probation
L2-0007043	Monaco, Rebecca J.	Licensed Practical Nurse	Probation
L2-0007193	Pearce, Kathleen J.	Licensed Practical Nurse	Probation
L2-0007226	Huffer, Michael Ernest, Sr.	Licensed Practical Nurse	Probation
L2-0007572	Davis, Keshia L. White	Licensed Practical Nurse	Probation
L2-0007616	Fiedler, Tammy Sylvia Holmes	Licensed Practical Nurse	Probation
L2-0007882	Johnson, Pamela Lynn	Licensed Practical Nurse	Probation
L2-0007963	Scharff-Ames, Sherry	Licensed Practical Nurse	Probation
L2-0008061	Fleetwood, Rhonda Coon	Licensed Practical Nurse	Probation
L2-0008375	Nowak, Aimee C.	Licensed Practical Nurse	Probation
L2-0008698	Gehr, Cheryl L. Fisher	Licensed Practical Nurse	Probation
L2-0001537	Howell, Cheryl D	Licensed Practical Nurse	Revocation
L2-0002007	Dunn, Ernestine	Licensed Practical Nurse	Revocation
L2-0002416	White, Wilma F.	Licensed Practical Nurse	Revocation
L2-0003741	Gray, Mary L.	Licensed Practical Nurse	Revocation
L2-0004035	Walton, Richard	Licensed Practical Nurse	Revocation
L2-0004941	Sallie, Jacqueline J.	Licensed Practical Nurse	Revocation
L2-0005084	Young, Lamotte A.	Licensed Practical Nurse	Revocation
L2-0005539	Randall , Angela Sanders	Licensed Practical Nurse	Revocation
L2-0005720	Tuneff, Marie Kulick	Licensed Practical Nurse	Revocation
L2-0005949	Walston, Helena	Licensed Practical Nurse	Revocation
L2-0006004	Oberton-Folks , Anita Anne	Licensed Practical Nurse	Revocation
L2-0007275	Cornette, Timothy A	Licensed Practical Nurse	Revocation
L2-0007982	Chituck, Barbara A. Copenhaver	Licensed Practical Nurse	Revocation
L2-0001458	Watson, Dana S.	Licensed Practical Nurse	Suspension
L2-0001761	Hossbach, Martha	Licensed Practical Nurse	Suspension
L2-0001943	Godwin, Ann C	Licensed Practical Nurse	Suspension
L2-0003165	Smith, Kathy Williams	Licensed Practical Nurse	Suspension
L2-0003969	Lowe, Deborah E	Licensed Practical Nurse	Suspension
L2-0004739	Kearney, Scott A.	Licensed Practical Nurse	Suspension
L2-0004971	Hicks, Willie H., Jr.	Licensed Practical Nurse	Suspension
L2-0005087	Foss, Catherine Costa	Licensed Practical Nurse	Suspension
L2-0005142	Newton, Patricia Ann	Licensed Practical Nurse	Suspension
L2-0005447	Harris, David Earle	Licensed Practical Nurse	Suspension
L2-0005830	Sheppard-Alexander, Terry Anne	Licensed Practical Nurse	Suspension
L2-0006037	Hudson, Leigh Ann Savage	Licensed Practical Nurse	Suspension
L2-0007008	Coker, Natalie O	Licensed Practical Nurse	Suspension
L2-0007259	Scott, James S	Licensed Practical Nurse	Suspension
L2-0007450	Johnson, Ethel Marie Miles	Licensed Practical Nurse	Suspension
L2-0007624	Williams , Roberto E.K.	Licensed Practical Nurse	Suspension
L2-0007686	Townsend , Edward D.	Licensed Practical Nurse	Suspension
L2-0008655	Williams, Darnell D.	Licensed Practical Nurse	Suspension
LICENSE #	NAME	LICENSE TYPE	ACTION/STATUS
LG-0000165	Fogelgren, Katharine	Family NP	Revocation

WE'RE ON THE WEB!
WWW.DPR.DELAWARE.GOV

DEPARTMENT OF
STATE



DIVISION OF
PROFESSIONAL
REGULATION

DELAWARE
BOARD OF
NURSING

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NATIONAL COUNCIL OF STATE BOARDS
OF NURSING TO SURVEY RNS

The National Council of State Boards of Nursing (NCSBN) mailed a practice analysis survey to 20,000 randomly selected RNs during January 2006. The purpose of the survey was to describe the continuing practice of RNs and to address NCSBN's strategic initiative related to measuring the continuing competence of nurses.

The nursing professionals who responded to the surveys were asked to determine the importance of the activities listed in the post entry-level nursing activity statements. To all nurses who received the survey and participated in the study, thank you for your contribution to the nursing profession.

